




CAPT Carol Schmidt Office of Women's Policy

DIVERSITY IN THE NAVY: GENDER ISSUES




**Fourth Annual Navy Workforce
Research and Analysis Conference
March 2004**

History of Change

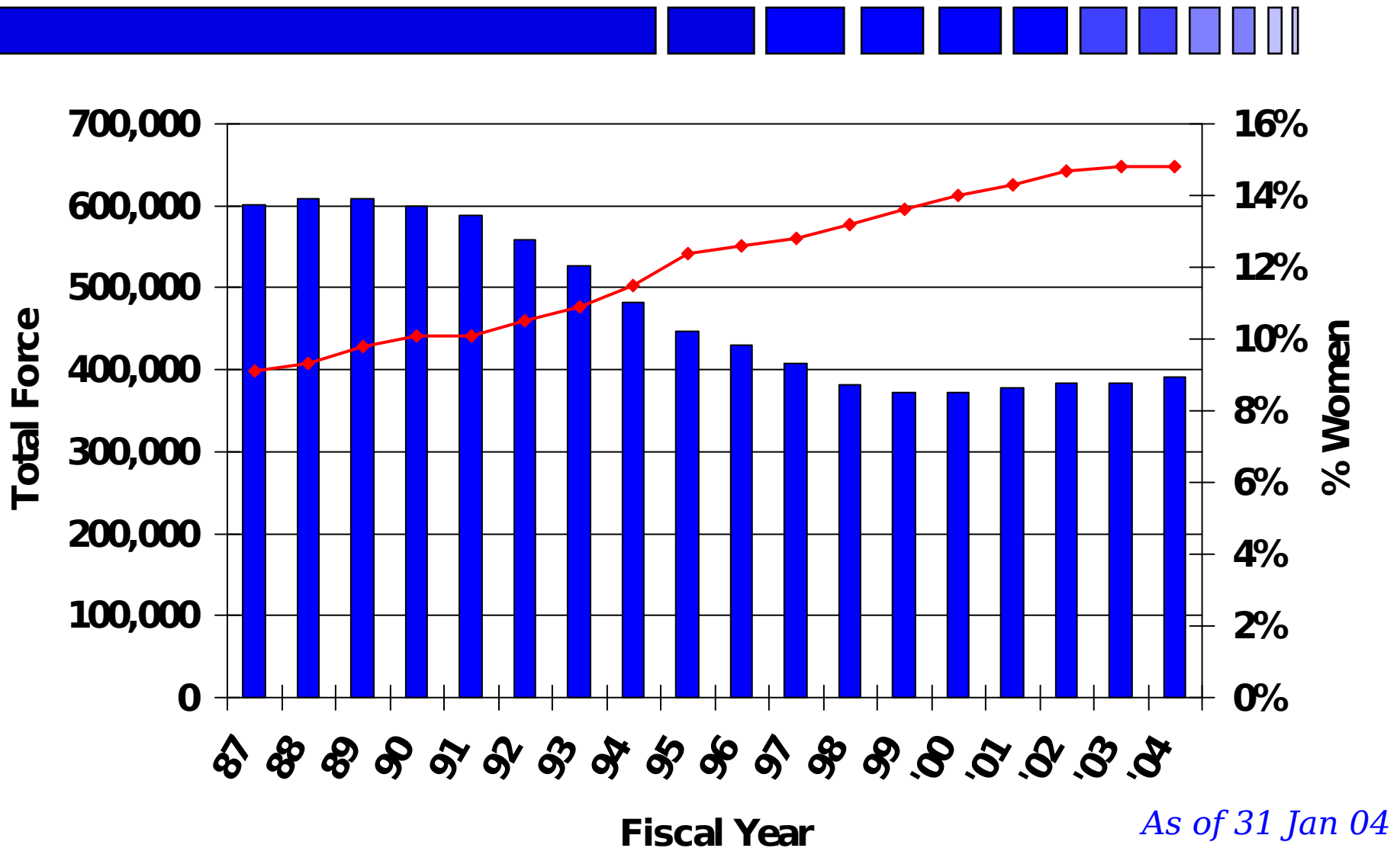
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- **1967** **2% ceiling on number of women rescinded**
 - **1973** **Women entered pilot training**
Housing, NEX/commissary policies
changed
 - **1976** **Women entered U.S. Naval Academy**
 - **1978** **Federal Statute prohibiting women from**
serving in most platforms ruled
unconstitutional
 - **1986-1991** **Non-combatant platforms opened**
 - **1988** **First woman selected for command at sea**
 - **1993** **Combat Exclusion Law repealed**
Two women selected for Flag rank
 - **1994** **Most surface combatants opened to women**

Current Restrictions

- 
- Since Nov 93, there are no statutory prohibitions
 - DoD and Navy Restrictions
 - **Co-location with direct ground combat units**
 - **Prohibitive berthing modification costs**
 - **Special Operations Forces**
 - **Physical requirements preclude vast majority of women from participating**
 - Currently Closed
 - **Submarines and PCs (officers/enlisted); FFGs (enlisted)**
 - **Special Warfare, Special Boat Unit Crews**
 - **Support positions with USMC ground combat units**

Navy Personnel Strength

Women as % of Total Force

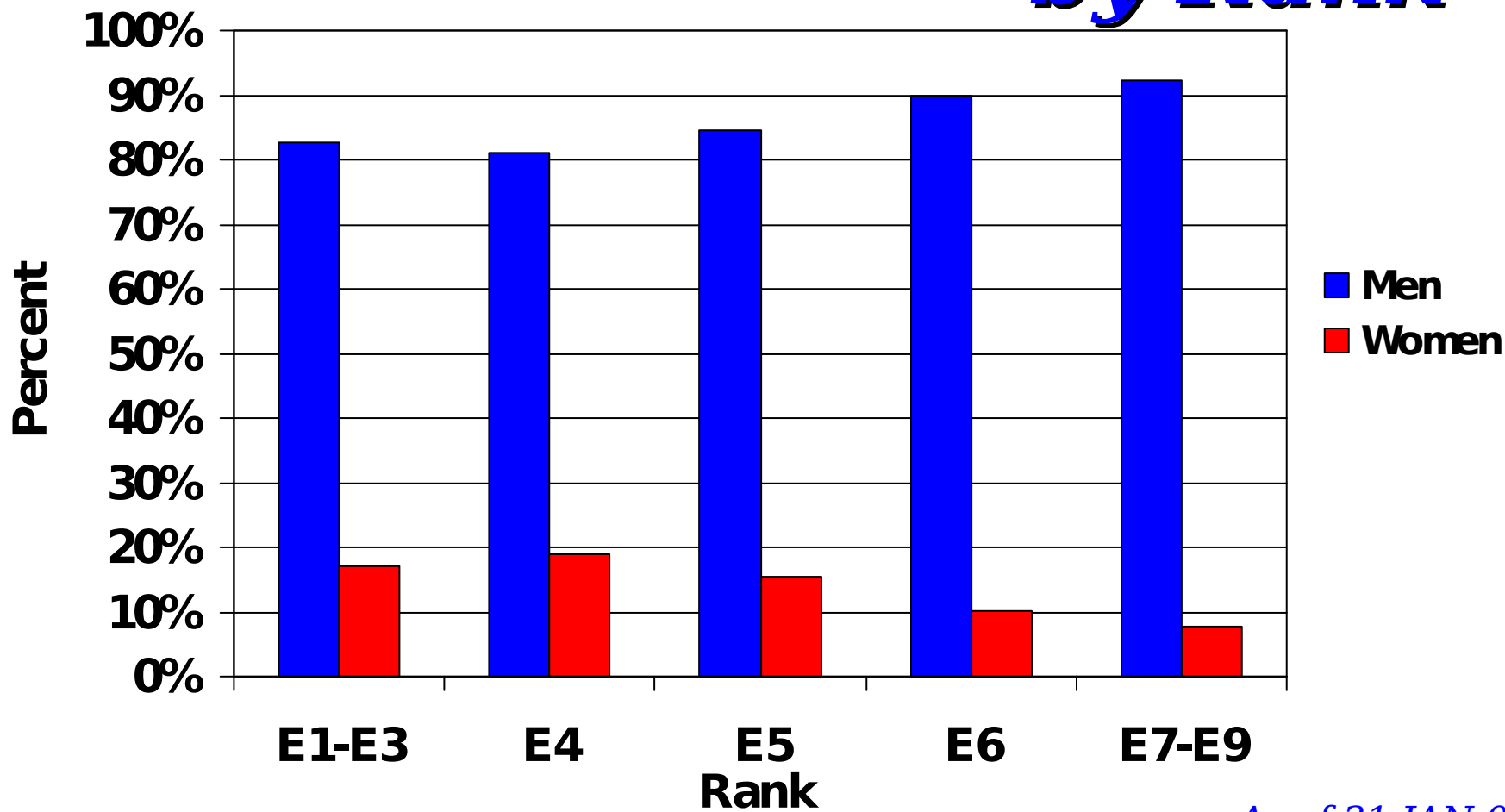


Navy Personnel Strength *Total Force*

	Women	Men	Total
Officers	8,375 (14.8%)	48,327	56,702
Enlisted	49,386 (14.8%)	284,202	333,588
Total	57,761 (14.8%)	332,529	390,290

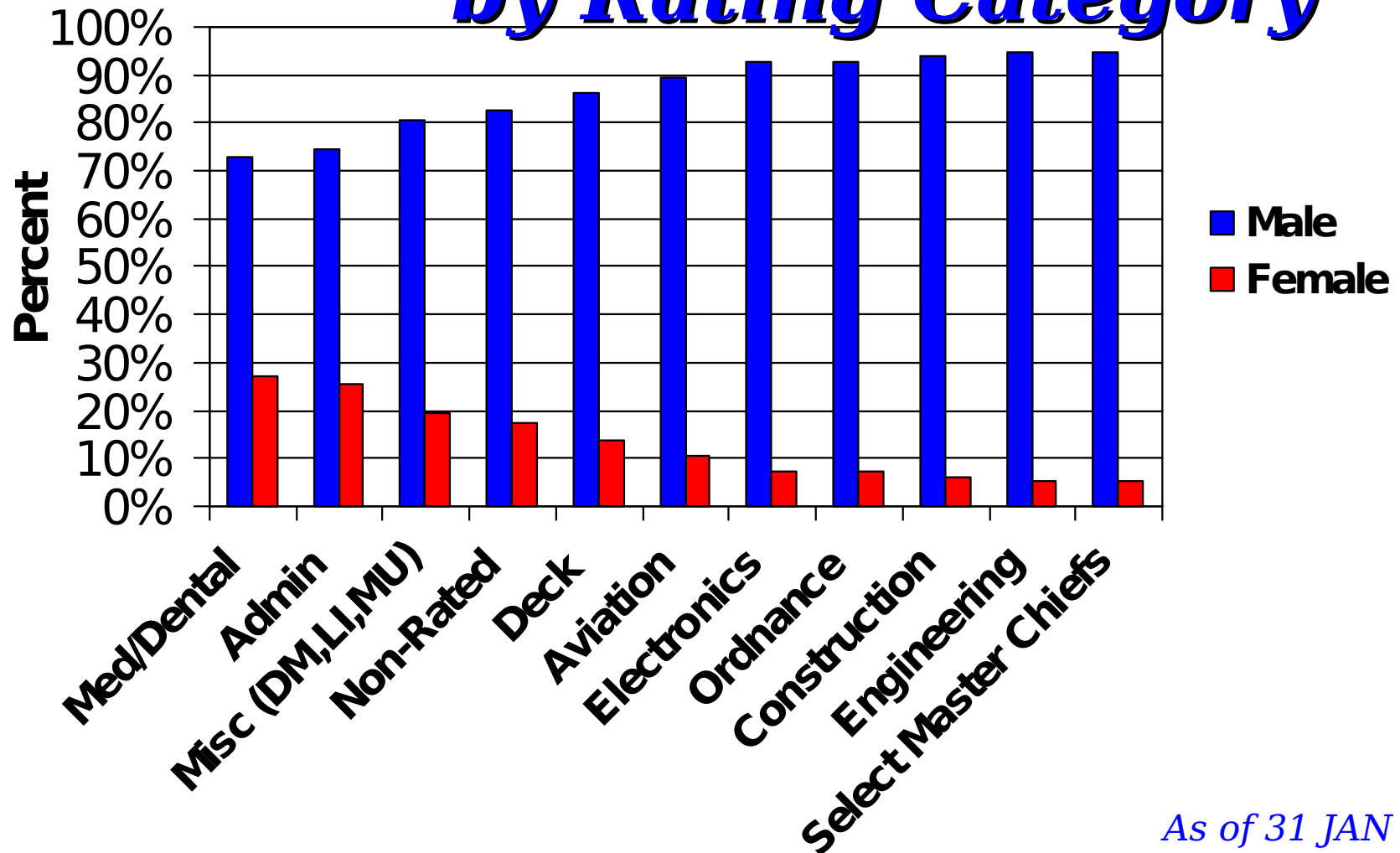
As of 31 JAN 04

Distribution of All Enlisted by Rank



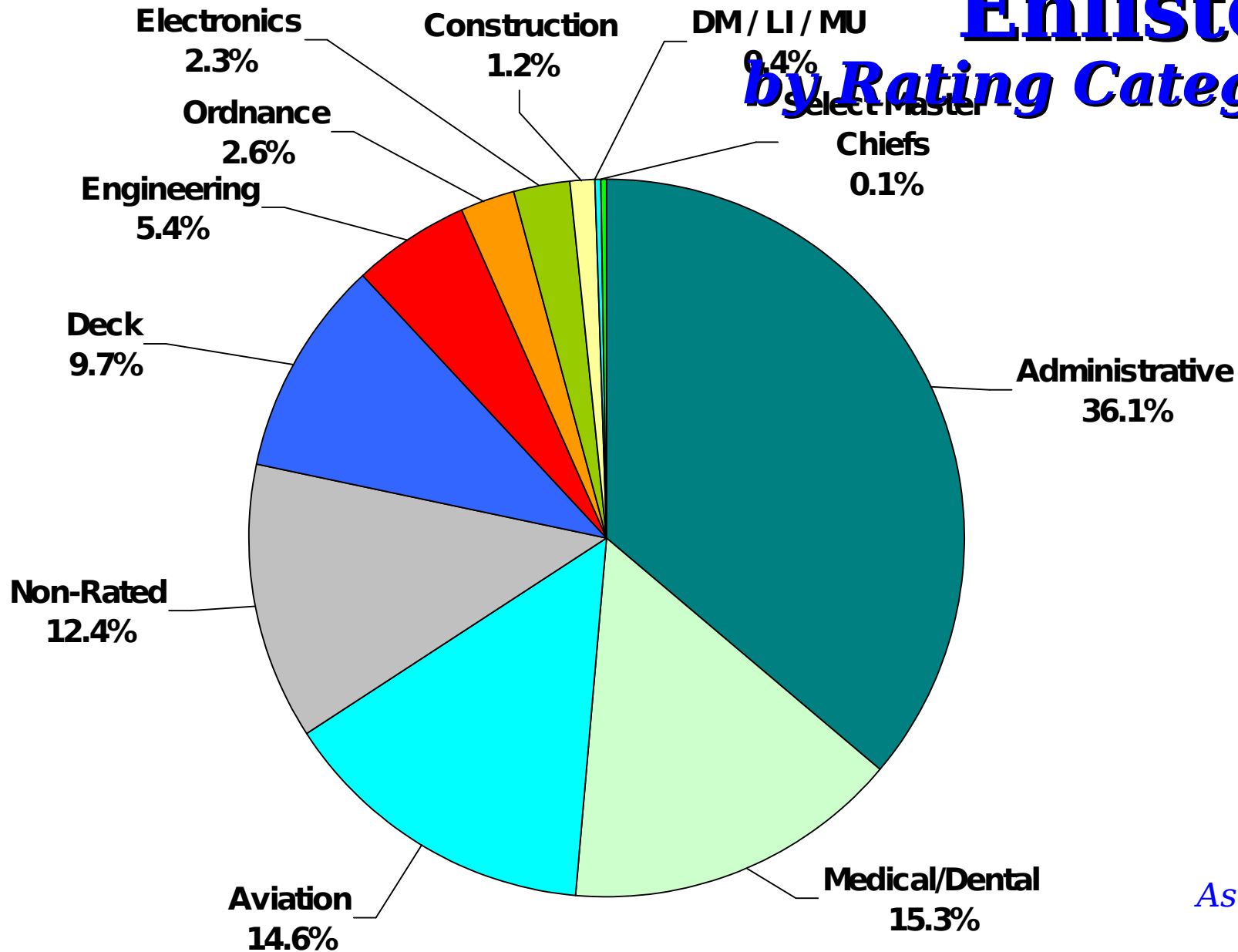
As of 31 JAN 04

Distribution of All Enlisted *by Rating Category*



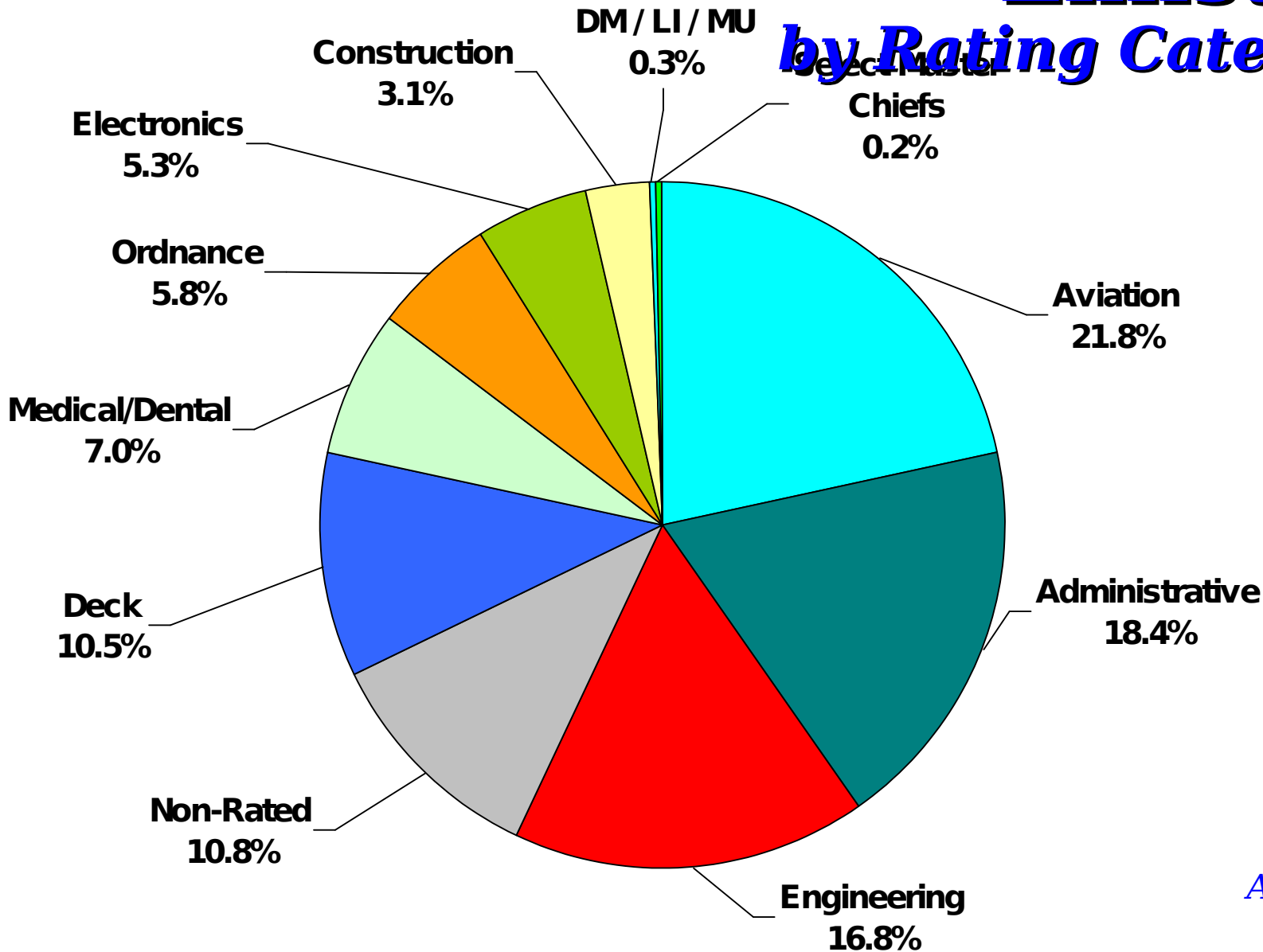
As of 31 JAN 04

Distribution of Female Enlisted by Rating Category



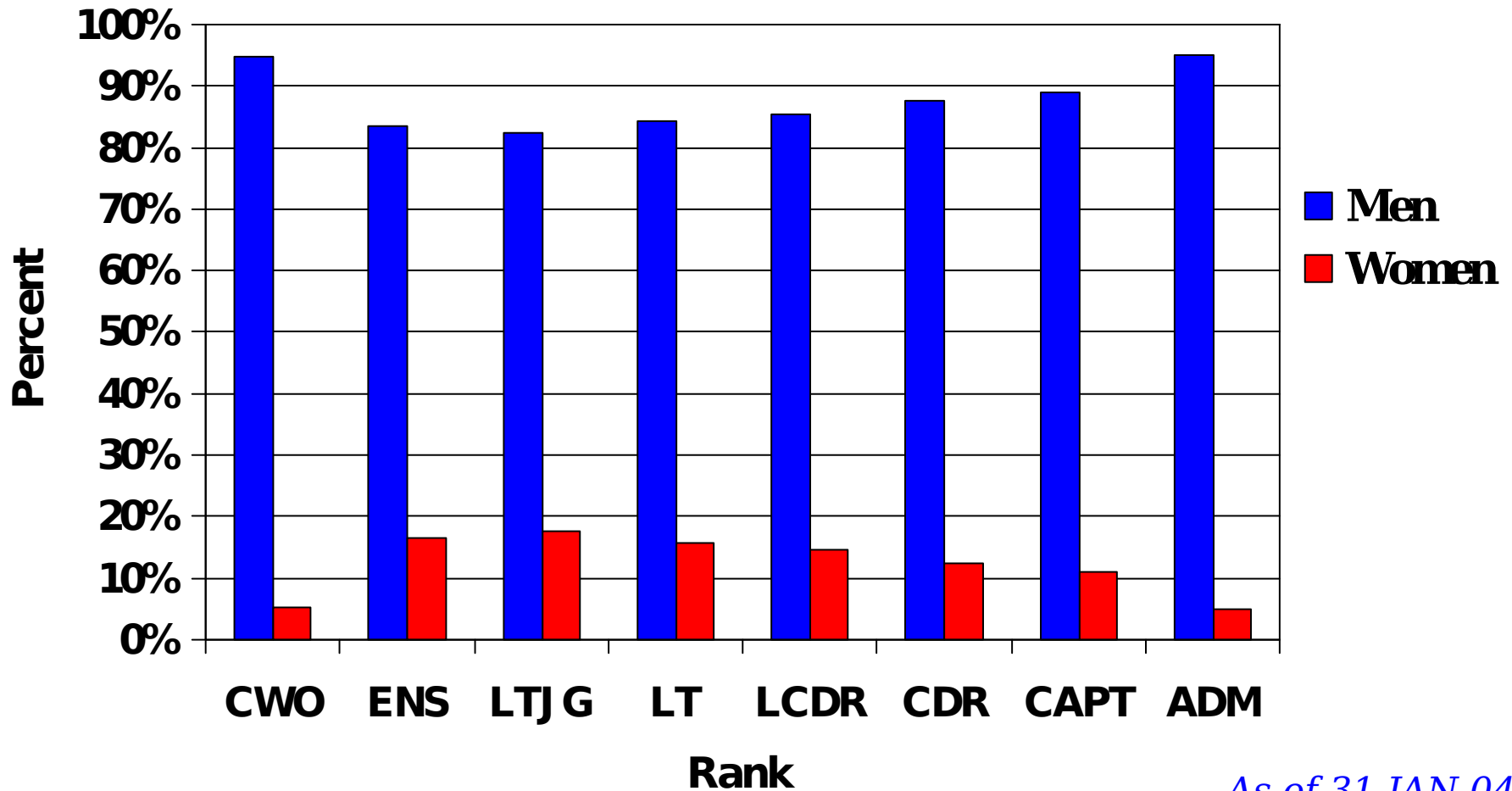
As of 31 JAN 04

Distribution of Male Enlisted by Rating Category



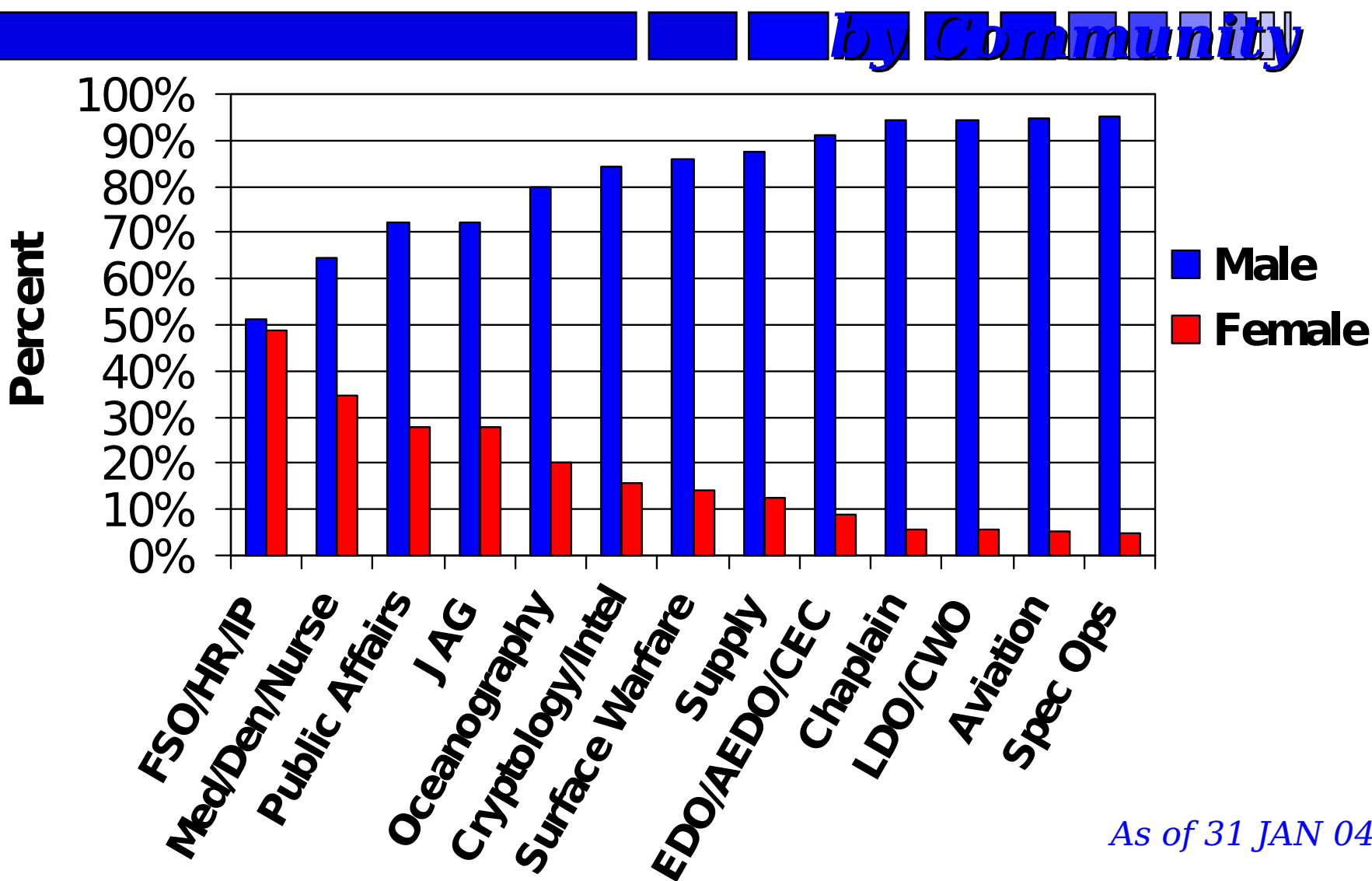
As of 31 JAN 04

Distribution of All Officers



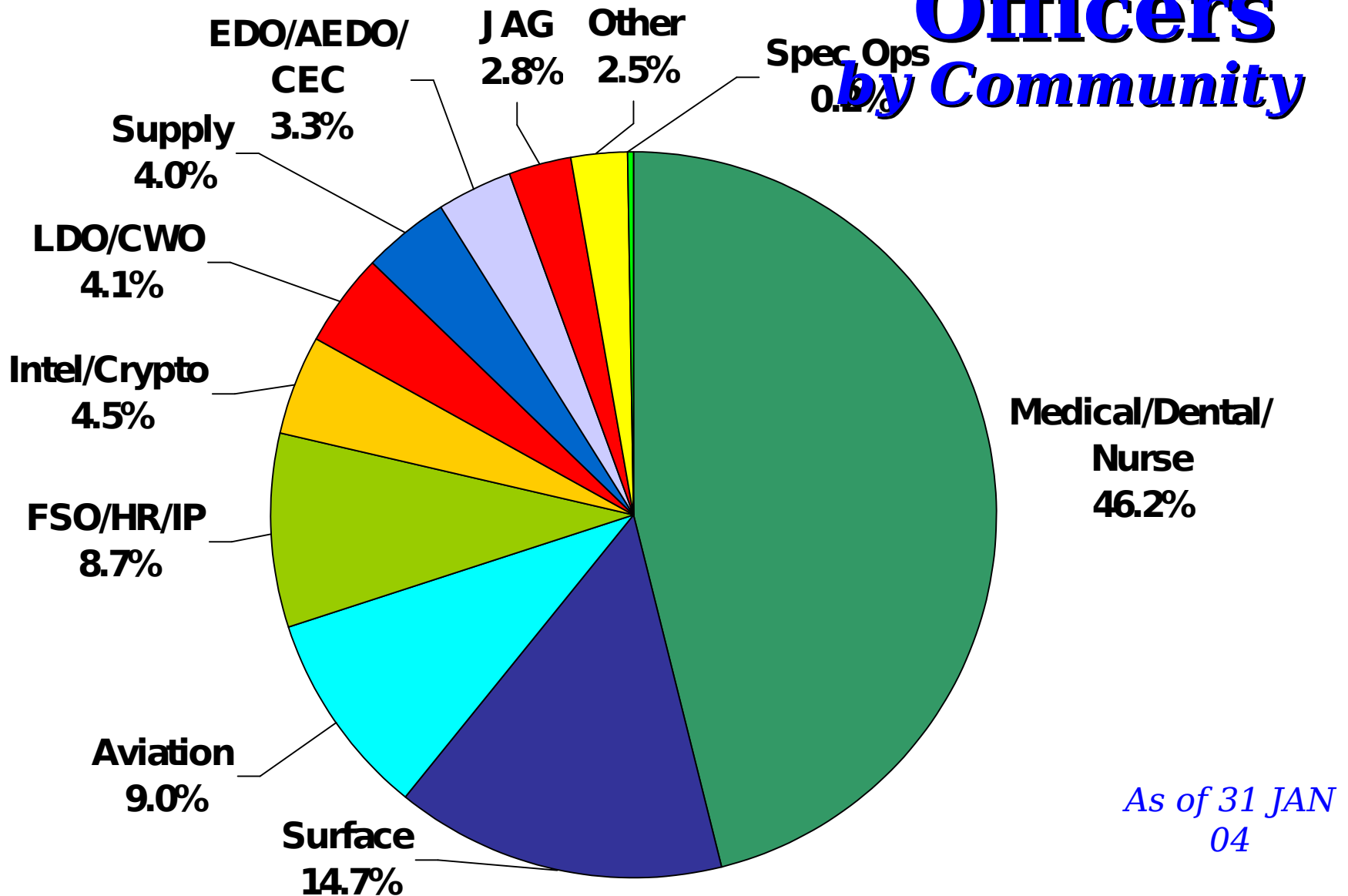
As of 31 JAN 04

Distribution of All Officers

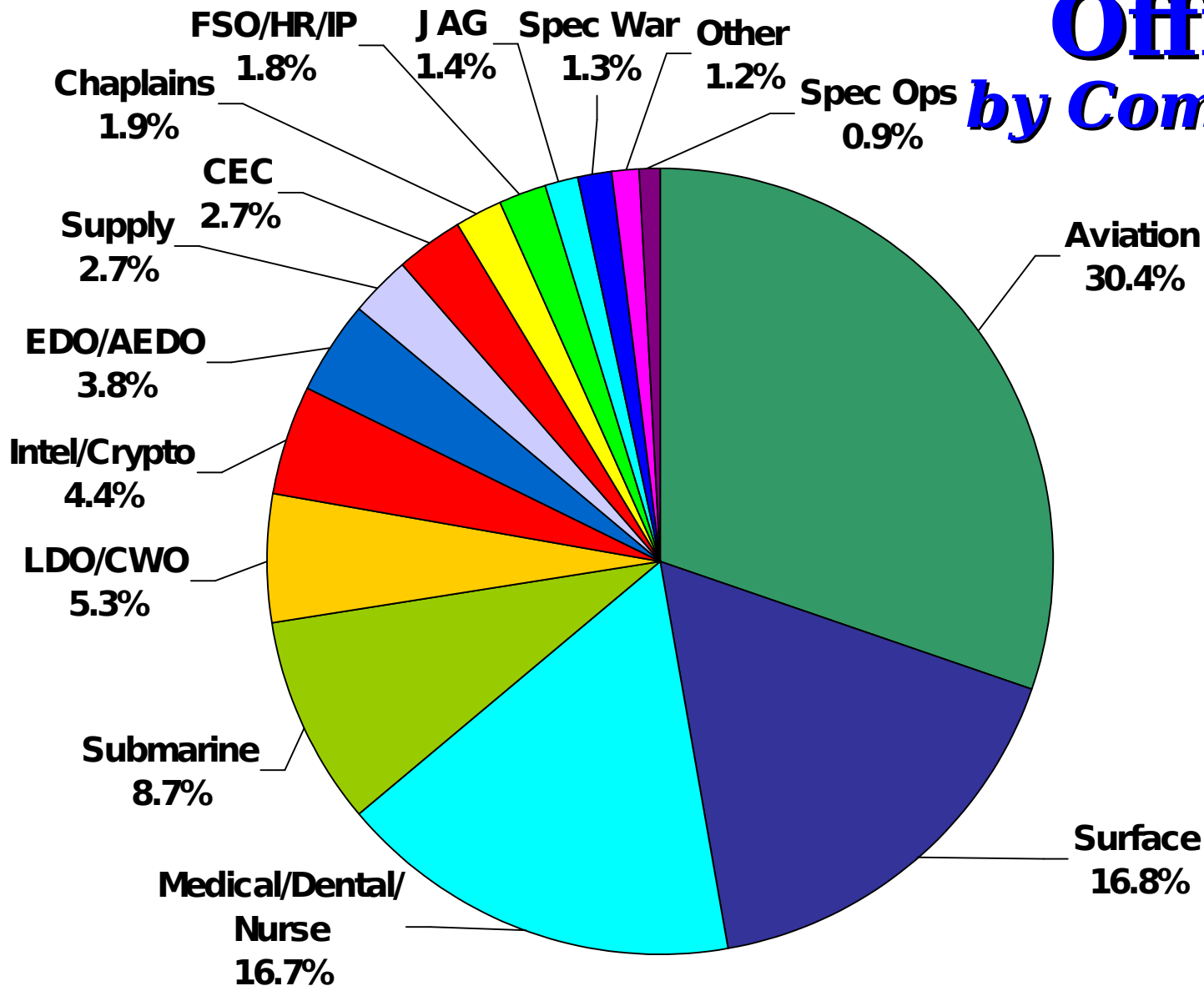


As of 31 JAN 04

Distribution of Female Officers by Community



Distribution of Male Officers by Community



As of 31 JAN 04

Issues and Challenges



- **Career development (from recruitment, classification, utilization, detailing, through separation or retirement)**
- **At-sea berthing habitability modifications**
- **Senior enlisted female leadership**
 - **Women are concentrated in traditional (shore-intensive) communities**
 - **2004 CNO Guidance - 2% annual increase of women into technical (sea intensive) ratings**
- **Retention of women beyond initial, or minimum service, obligation**
- **Effects of administrative shore billet reductions**

Looking Ahead



■ **Women at Sea Model**

- Accession Planning Tool
- Berthing Planning Tool

■ **Sea Operational Detachments - Open to women since 2003**

■ **Patrol Coastal (PC)**

- Transferred from Special Warfare
- Senior leadership discussing opening to women

■ **Impact and mitigation of shore administrative billet deletions on women - Review**

■ **New-design ships - Will be designed with gender neutral berthing**

Office of Women's Policy



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BACK UP SLIDES

Gender Diversity in NMAPS



Gender diversity falls under the following N1 NMAPS Objectives:

- IP2 -Shape the Force for Max Readiness
- IP3 -Recruit the Right Number and Kind

BSC Metrics the program impacts:

- Officer Diversity (N13)
- Officer Diversity - New Contracts (CNRC)
- Enlisted Diversity Quality - annual increase of women in technical ratings (2%) (CNRC)

Outcome Metrics/Indicators N134 reviews:

- Representation of women in the Navy (Diversity)
- Fewer Unplanned Losses at Sea
- Promotion/Advancement of Women
- Retention, Reenlistment, and Continuation of Women
- Female Accessions

DACOWITS

Overview



- **Defense Department Advisory Committee on Women in the Services (DACOWITS) established 1951**
- **Civilian members appointed by SECDEF**
 - Selected on basis of their experience in the military, as a member of a military family or with women's or family-related workforce issues
 - 13 members; chaired by LTGEN Carol Mutter, USMC, retired
- **Charter: Advise SECDEF**
 - Recruitment, retention, treatment, employment, integration and well-being of women in the Services AND on family issues related to the recruitment and retention of a qualified professional military
 - Serve at the pleasure of the Secretary of Defense
 - Semi-Annual Meetings which are open to public
 - Installation visits